

Hofstede: Cultures and Organizations

TABLE 5.2 Key Differences Between Weak and Strong Uncertainty Avoidance

General Norm and Family

WEAK UNCERTAINTY AVOIDANCE	STRONG UNCERTAINTY AVOIDANCE
Uncertainty is a normal feature of life, and each day is accepted as it comes.	The uncertainty inherent in life is a continuous threat that must be fought.
Low stress and low anxiety.	High stress and high anxiety.
Aggression and emotions should not be shown.	Aggression and emotions may at proper times and places be ventilated.
In personality tests, higher scores on agreeableness.	In personality tests, higher scores on neuroticism.
Comfortable in ambiguous situations and with unfamiliar risks.	Acceptance of familiar risks; fear of ambiguous situations and of unfamiliar risks.
Lenient rules <i>for</i> children on what is dirty and taboo.	Firm rules for children on what is dirty and taboo.
Weak superegos developed.	Strong superegos developed.
Similar modes of address for different others.	Different modes of address for different others.
What is different is curious.	What is different is dangerous.
Family life is relaxed.	Family life is stressful.
In affluent Western countries, more children.	In affluent Western countries, fewer children.